



**MISSOURI**  
State Board of Nursing



# **MISSOURI STATE BOARD OF NURSING**

---

Fiscal Year 2023 Annual Report  
July 1, 2022 – June 30, 2023

# Welcome to Missouri State Board of Nursing

**Mission** Protect the public's health and safety through regulation of nursing education, licensure, and practice.

---

**This Fiscal Year 2023 Annual Report is respectfully submitted to:**

The Honorable Governor,  
**Michael L. Parson**

**Chlora Lindley-Myers, Director**  
Department of Commerce and Insurance

**Sheila Solon, Division Director**  
Division of Professional Registration

and  
**Members of the Nursing Profession and the Public**

*Unless otherwise specified, all information in this annual report is for FY2023, which is July 1, 2022 through June 30, 2023.*



3605 Missouri Boulevard  
P.O. Box 656  
Jefferson City, MO 65102



573-751-0681  
573-751-0075 (FAX)  
TTY 800-735-2966



nursing@pr.mo.gov



pr.mo.gov/nursing



# Missouri State Board of Nursing

## Board Members



**Bonny Kehm**

PhD, RN  
President



**Julie Miller**

APRN, DNP, MBA, FNP-BC,  
NEA-BC, CNOR (E)  
Vice President



**Anne Heyen**

DNP, RN, CNE  
Secretary



**Margaret Bultas**

PhD, RN, CNE, CNL  
Member



**Jeanee' Kennedy**

MBA, BSN, RN  
Member



**Trevor Wolfe**

BSN, RN  
Member

## BOARD OF NURSING EXECUTIVE TEAM

---

**Lori Scheidt**, MBA-HCM, Executive Director

**Elizabeth Willard**, BA, Director of Operations

**Quinn Lewis**, BS, Director of Enforcement

**Janet Wolken**, MBA, RN, Director of Compliance

**Debra Funk**, BSN, RN, Director of Practice

**Kevin Hall**, JD, General Counsel

**Angie Morice**, Director of Licensure

**Ingeborg “Bibi” Schultz**, MSN, RN, Director of Education –  
through 3/31/2023

**Amy Ackerson**, RN, MSN, Director of Education – effective  
1/03/2023

## BOARD OF NURSING TEAM MEMBERS

---

### ADMINISTRATION

Dana Stark, Customer Service Representative -  
effective 9/19/2022

### INVESTIGATIONS

Tamra Jenkins, Investigator II

Marvin McCrary, Investigator II

Eric Weddle, Investigator II

Dean France, Investigator II

Levi Regan, Investigator I

### EDUCATION

Melinda Bridge, Education Specialist - effective 8/01/2022

### PRACTICE

Ashley Williams, Practice Specialist and Paralegal

### COMPLIANCE

### LEGAL

Ryan Russell, Associate General Counsel

Kristi Gilpin, Paralegal Manager

Kindra Beiseman, Paralegal

### LICENSURE

#### *LEAD CUSTOMER SERVICE REPRESENTATIVES*

Michelle Cartee

Delia Orr

Kassidy Kliegel

Mary Vinson

#### *CUSTOMER SERVICE REPRESENTATIVES*

Bethany Richter

Amanada Hanks-Lenzini - through 9/02/2022





# HIGHLIGHTS OF THE FISCAL YEAR

The mission of the Missouri State Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure, and practice. The Board works diligently to improve services and strengthen programs for public protection. Highlights of the Board's work are listed below:

## EDUCATION

- The Air Force Nursing Services Practical Nurse (PN) Training Program – Basic Medical Technician Corpsman Program (BMTCP) 4N051/4N071 (4N training program) was approved in 2017. Since that time a total of 478 individuals educated by the Air Force have been licensed as Licensed Practical Nurses.
- The State of Missouri established, through legislative action and appropriation of funds, the “Nursing Education Incentive Program” in 2011 in order to increase the physical and educational capacity of nursing education programs in Missouri. This fiscal year, the Board of Nursing awarded \$1,898,255.36 to eligible nursing schools. Since inception of incentive funding in 2011, Missouri nursing programs have received a total of \$13,064,622.52. A total of 169 proposals have been received and 73 were funded. Since 2011, less students are being turned away from nursing programs. We have decreased that number from 3922 to 1221 which is a 69% improvement.
- For FY23, Education staff conducted surveys of 53 nursing degree/certificate programs.
- Education staff conducted New Faculty and Administrator orientation in March 2023. This was the first in person meeting since 2019 with over 75 attendees.
- Education staff conducted Adjunct Surveyor Training in February 2023 with 15 surveyors attending.
- Education staff conducted the first in person Innovative Best Practice Conference since 2019. The conference was hosted by State Fair Community College and the Missouri State Board of Nursing with over 100 attendees. Speakers were peer educators from across the state of Missouri.
- The Board of Nursing voted to extend the pilot under the Missouri Hospital Association, Clinical Faculty Exemption until December of 2024. This allows Baccalaureate Nursing Programs to extend short term teaching contracts to clinical faculty who have not yet earned a Master's Degree as long as they have 5 years of nursing experience and have attended the MHA Clinical Faculty Academy.

## COMPLIANCE

- Two different types of alternative to discipline programs to remove impaired nurses from practice in a more timely fashion and increase public protection are in place. This fiscal year, two licensees entered the Intervention Program and five licensees entered the Alternative Program. Three individuals violated the terms of the Intervention Program and no individuals violated the terms of the Alternative Program. Four licensees completed the Intervention Program. Two licensees completed the alternative program.
- Held Consumer Protection Committee meetings followed by full board mail ballots to ensure timely resolution of complaints. Twelve Consumer Protection Conference Calls were held in the fiscal year.

## INVESTIGATIONS

- The average number of days to complete an investigation was 59 days.

## LEGAL

- Lack of competitive pay for staff attorneys requires the board to increase their reliance on contract attorneys: Data shows cases are closed more quickly when staff attorneys are utilized.

Legal Section Statistics	
Board Decisions	1,211
Number of Hearings	136
Contract Attorney Fees	\$188,851.61
Calendar Days to Complete a Case: From Receipt of Complaint to Final Resolution	59

## LICENSURE

- The average number of days to issue a temporary permit to Registered Nurses was 9.41 calendar days and for Licensed Practical Nurses was 7.26 calendar days. This is calendar days; not business days.
- Answered 39,754 telephone calls.
- Processed 28,569 name and address changes
- Continued to use Nursys® for license verification purposes. This improves customer service because nurses can request verifications online 24 hours a day and verifications are immediately available. Utilization of Nursys® also strengthens our fraud prevention efforts. A total of 11,735 of Missouri nurses requested that their Missouri license be verified to another state and 8,611 nurses licensed in other states requested verification into Missouri.
- Continued to urge nurses and employers to enroll in Nursys e-Notify®. Enrollment in this system alerts the institution and/or nurse before a license expires and when it expires. Alerts are sent to the enrollee any time any discipline is attached to the enrolled license. For a nurse enrollee, this system can help prevent any fraudulent licenses or certificates being issued in the nurse's name. Missouri is a member of the nurse licensure compact. A multi-state license is tied to the nurse's primary state of residence. A change to a nurse's primary state of residence could change the multi-state license status. This system will notify the enrollee if that status changes. When a nurse submits a license renewal online, the license is not automatically renewed. This system notifies the enrollee when the license is renewed. This system pushes notification of changes to the enrollee rather than having to continually re-query the system. A total of 1,589 institutions accounting for 139,530 nurses were enrolled in the institution e-Notify®. A total of 137,332 (96.9%) of Missouri-licensed nurses were self-enrolled in Nursys e-Notify®.

## WORKFORCE

- A total of 137,332 (96.9%) of Missouri-licensed nurses were enrolled in Nursys e-Notify®. That means we have workforce data on 96.9% of Missouri's licensed nurses.
- Produced Missouri's fifth Nursing Workforce Report through a contract with the Center for Health Policy at the University of Missouri – Columbia by collecting and analyzing healthcare workforce data regarding nurses licensed by the Board of Nursing.

## OPERATIONS

- 95.7% of nurses indicated being satisfied with the renewal process.

## LEADERSHIP

### Lori Scheidt, Executive Director

- National Council of State Boards of Nursing's (NCSBN) Board of Directors Area II Director.
- Chair of the Nurse Licensure Compact Compliance Committee
- Member of Nurse Licensure Compact Technology Committee
- Presented on the nursing education incentive program and workforce data at the International Congress for Nursing.
- Obtained certification as a nonprofit accounting professional

## PRACTICE

- The practice team performed twenty presentations about the Missouri Nurse Practice Act and the Board of Nursing. Of those, twelve presentations were to schools of nursing, three were to school nurse groups, three were APRN related groups, and one faculty orientation.
- Continued to provide timely responses to hundreds of email and phone inquiries.
- Continued to build and reinforce relationships with other health care related state agencies and associations/organizations.







# EDUCATION STATISTICS

## NURSING PROGRAMS

This fiscal year, there were 97 schools with Missouri State Board of Nursing approval to provide nursing education leading to initial licensure. The schools included 35 Practical Nursing programs, 28 Associate Degree programs, and 34 Baccalaureate Degree programs.

## MISSOURI PRACTICAL NURSING PROGRAMS

Full Approval Unless Otherwise Specified

Air Force Nursing Services	Ozarks Technical Community College—Lebanon
Applied Technology Services—South County — MET Center Satellite Site	Ozarks Technical Community College—Table Rock
Bolivar Technical College	Ozarks Technical Community College—Springfield
Cape Girardeau Career and Technology Center	Pike-Lincoln Technical Center
Carthage Technical Center	Saline County Career Center (Conditional Approval)
Cass Career Center	Southeast Missouri Hospital College of Nursing and Health Sciences (Initial Approval)
Clinton Technical School	Southern Missouri Technical Institute
Concorde Career College	St. Charles Community College
Crowder College	St. Louis College of Health Careers
East Central College	State Fair Community College—Sedalia —Eldon Satellite Site
Franklin Technology Center	State Technical College of Missouri
Hannibal—LaGrange University PN Program	Texas County Technical College
Jefferson College Bi-level Program	Three Rivers College—Poplar Bluff —Kennett Satellite Site —Sikeston Satellite Site
Kirksville Area Technical Center	Warrensburg Area Career Center
Lex La-Ray Technical Center	Washington School of Practical Nursing
Metropolitan Community College—Penn Valley	Waynesville Career Center
Mineral Area College	
Moberly Area Community College —Columbia Satellite Site —Mexico Satellite Site	
North Central Missouri College—Trenton —Savannah Satellite Site	

## MISSOURI ASSOCIATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Bolivar Technical College	Crowder College—Cassville
Columbia College —Lake Ozark Satellite Site	Crowder College—McDonald County
Cox College —Monett Satellite Site	Crowder College—Neosho
	Crowder College—Nevada
	East Central College—Rolla

East Central College—Union  
 Hannibal La-Grange University (Conditional Approval)  
 Jefferson College Bi-Level Program  
 Lincoln University—Fort Leonard Wood  
 Metropolitan Community College—Penn Valley  
 Mineral Area College  
 Missouri State University—West Plains  
 Moberly Area Community College—Moberly  
     —Kirkville Satellite Site  
     —Mexico Satellite Site  
     —Hannibal Satellite Site  
     —Columbia Satellite Site  
 North Central Missouri College  
     —Savannah Satellite Site  
 Ozarks Technical Community College  
     —Table Rock Satellite Site  
 Ozarks Technical Community College - Direct Entry (Initial Approval)

Southeast Missouri Hospital College of Nursing and Health Sciences  
 Southwest Baptist University - College of Health Professions  
     —Salem Satellite Site  
 St. Charles Community College  
 St. Louis Community College - Forest Park  
     —Florissant Valley Satellite Site  
     —Meramec Satellite Site  
     —Wildwood Satellite Site  
 St. Louis College of Health Careers (Initial Approval)  
 State Fair Community College—Sedalia  
     —Clinton Satellite Site  
     —Eldon Satellite Site  
 State Technical College of Missouri  
 Texas County Technical College  
 Three Rivers College—Poplar Bluff  
     Sikeston Satellite Site

## MISSOURI BACCALAUREATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Arizona College of Nursing (Initial Approval)  
 Avila University  
 Blessing-Rieman College of Nursing  
 Central Methodist University  
     —Columbia Satellite Site  
 Chamberlain University College of Nursing  
 College of the Ozarks  
 Columbia College  
 Concorde Career College (Initial Approval)  
 Cox College  
     —Houston Satellite Site  
 Fontbonne University (Initial Approval)  
 Goldfarb School of Nursing at Barnes-Jewish College  
     —West Campus Satellite Site  
 Graceland University School of Nursing  
 Grand Canyon University (Initial Approval)  
 Lincoln University  
 Maryville University  
 Missouri Baptist University  
 Missouri Southern State University (Conditional Approval)

Missouri State University Springfield  
 Missouri Valley College (Conditional Approval)  
 Missouri Western State University  
 Park University  
 Research College of Nursing  
 Southeast Missouri State University  
 Southwest Baptist University - College of Health Professionals  
     - Bolivar  
 St. Louis University  
 St. Luke's College of Health Sciences at Rockhurst University  
 Stephen's College (Initial Approval)  
 Truman State University  
 University of Missouri—Columbia Sinclair School of Nursing  
 University of Missouri—Kansas City  
 University of Missouri—St. Louis College of Nursing  
 University of Central Missouri  
     —Lees Summit Satellite Site  
 Western Governors University (Initial Approval)  
 William Jewell College

## NCLEX® EXAMINATION RESULTS

### CALENDAR YEAR 2022

Appointments for taking the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses are authorized by the Board.

	Number taking the test for the first time	Number that passed	Percentage that passed
U.S. RNs	187,986	150,217	79.91%
Missouri RNs	3,796	3,149	82.96%
U.S. LPNs	47,636	38,076	79.93%
Missouri LPNs	1,101	937	85.10%

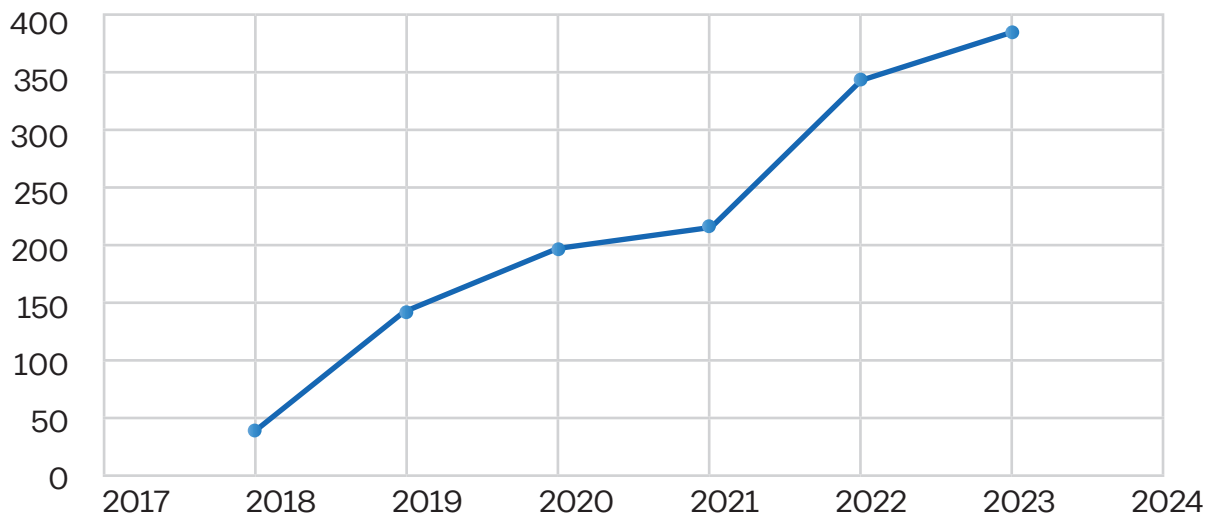
## LICENSURE STATISTICS

	Registered Nurse	Licensed Practical Nurse
Licensure by Examination (includes nurses not educated in Missouri)	4,130	1,082
Licensure by Endorsement	2,088	169
Licensure by Renewal of a Lapsed or Inactive License	950	279
Number of RNs & LPNs holding a cur- rent nursing license in Missouri as of 6/30/2023	114,950	23,149

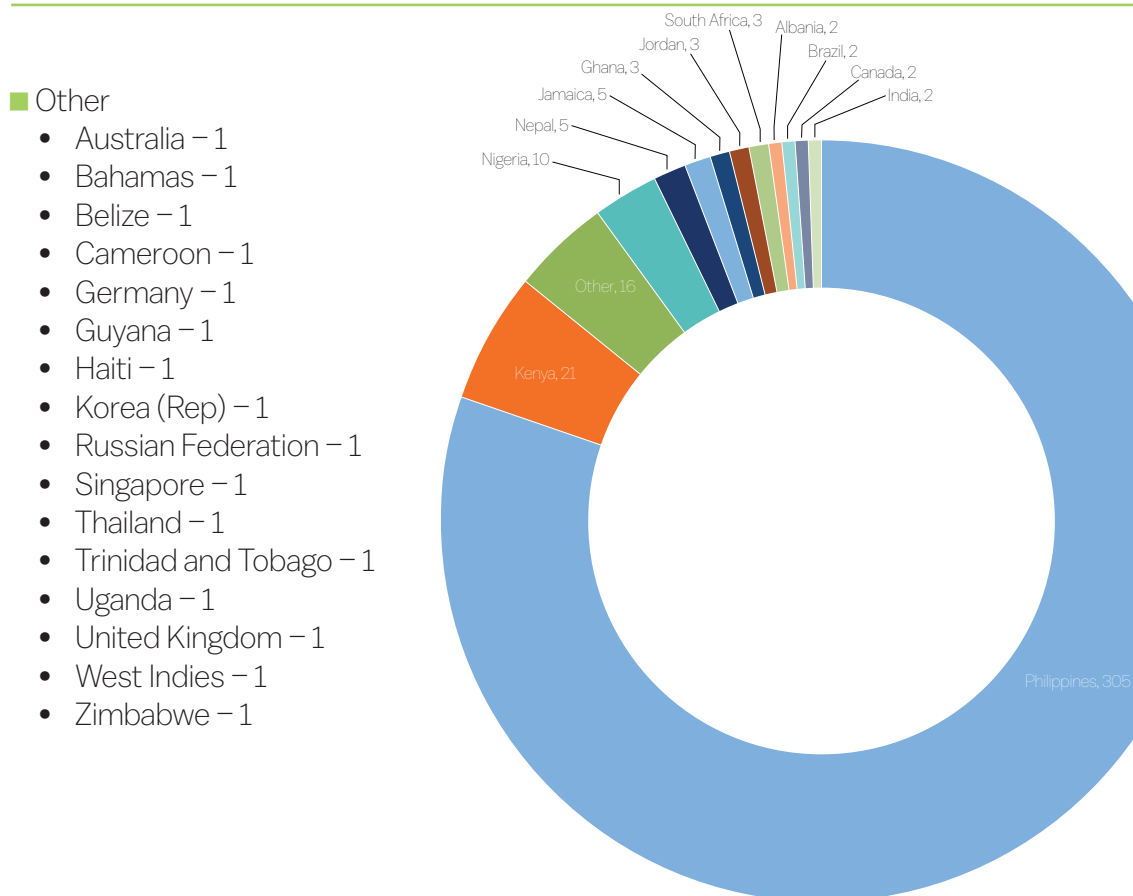
- There were 1,452 new Advanced Practice Registered Nurse (APRNs) recognized.
- There were 15,010 APRNs recognized as of 6/30/2023
- There were 455 APRNs granted Controlled Substance Prescription Authority.
- There were 3,801 APRNs with Controlled Substance Prescription Authority as of 6/30/2023.



## NUMBER OF FOREIGN EDUCATED NURSES LICENSED BY FISCAL YEAR



## NURSES EDUCATED IN A FOREIGN PROGRAM



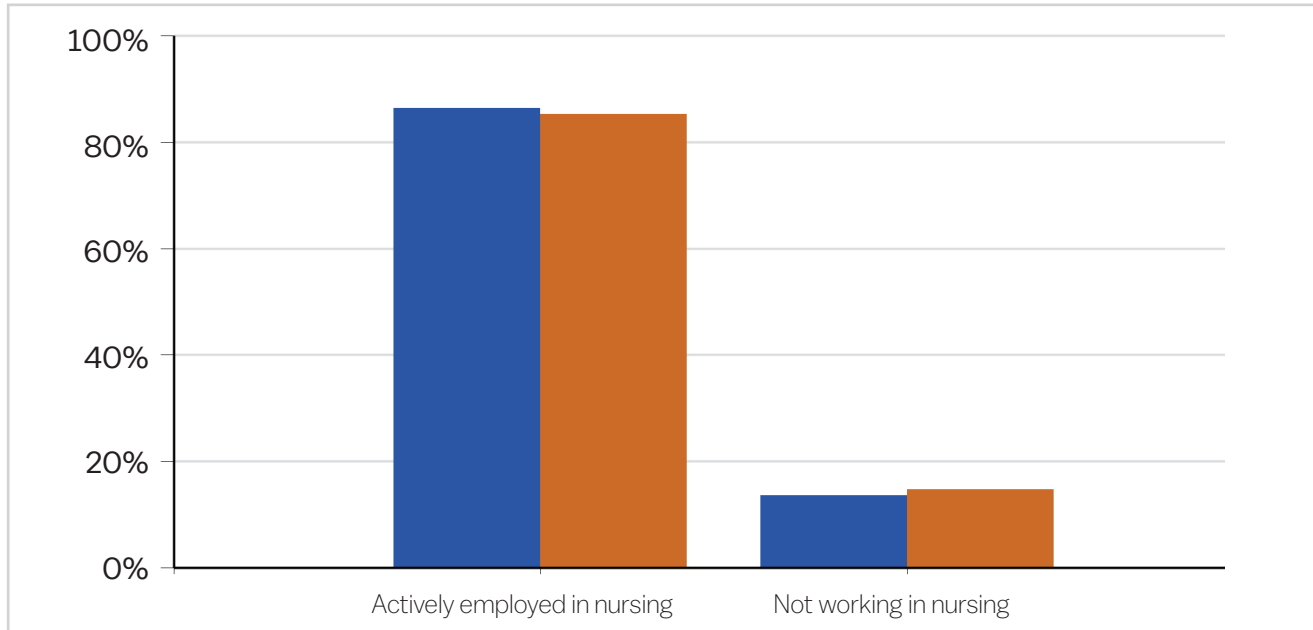
## Work Status

1/1/2021 - 12/31/2023

RN respondents = 127,927 [Represents 92% of the total MISSOURI RN workforce for the given date range]

PN respondents = 21,062 [Represents 87% of the total MISSOURI PN workforce for the given date range]

The data sample suggests that 86% of the MISSOURI RN workforce is actively employed in nursing. The data sample suggests that 85% of the MISSOURI PN workforce is actively employed in nursing.



1/1/2021 - 12/31/2023

Work Status	RN	PN
Actively employed in nursing	110,615 (86%)	17,964 (85%)
Not working in nursing	17,312 (14%)	3,098 (15%)

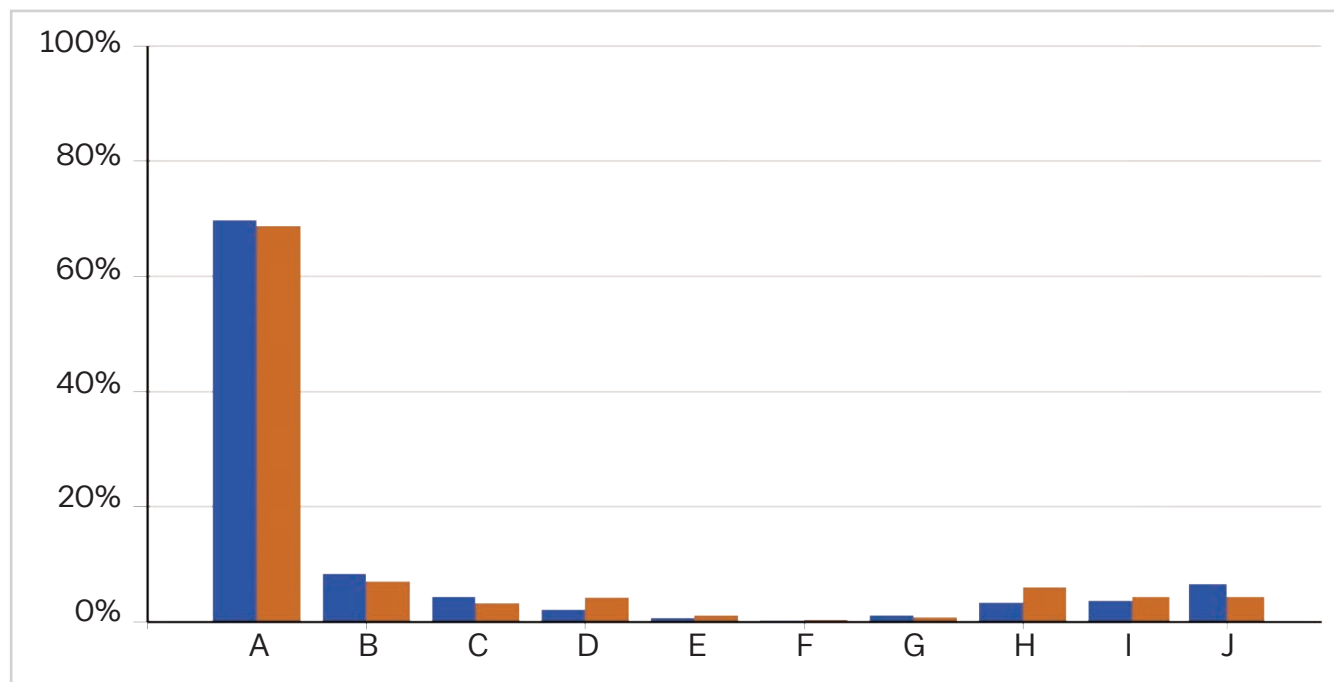
## Employment Status

1/1/2021 - 12/31/2023

RN respondents = 127,927 [Represents 92% of the total MISSOURI RN workforce for the given date range]

PN respondents = 21,062 [Represents 87% of the total MISSOURI PN workforce for the given date range]

The data sample suggests that the top current statuses for the MISSOURI RN workforce are Actively employed in nursing or in a position that requires a nurse license - Full-time and Actively employed in nursing or in a position that requires a nurse license - Part-time. These statuses represent 78% of the overall RN sample. The data sample suggests that the top current employment statuses for the MISSOURI PN workforce are Actively employed in nursing or in a position that requires a nurse license - Full-time and Actively employed in nursing or in a position that requires a nurse license - Part-time. These statuses represent 76% of the overall PN sample.



1/1/2021 - 7/31/2023

Legend	Employment Status	RN	PN
A	Actively employed in nursing or in a position that requires a nurse license - Full-time	89,208 (70%)	14,472 (69%)
B	Actively employed in nursing or in a position that requires a nurse license - Part-time	10,700 (8%)	1,472 (7%)
C	Actively employed in nursing or in a position that requires a nurse license - Per diem	5,542 (4%)	665 (3%)
D	Actively employed in a field other than nursing - Full-time	2,753 (2%)	887 (4%)
E	Actively employed in a field other than nursing - Part-time	764 (1%)	235 (1%)
F	Actively employed in a field other than nursing - Per diem	265 (<1%)	63 (<1%)
G	Working in nursing only as a volunteer	1,383 (1%)	170 (1%)
H	Unemployed - Seeking work as a nurse	4,243 (3%)	1,272 (6%)
I	Unemployed - Not seeking work as a nurse	4,736 (4%)	914 (4%)
J	Retired	8,333 (7%)	912 (4%)



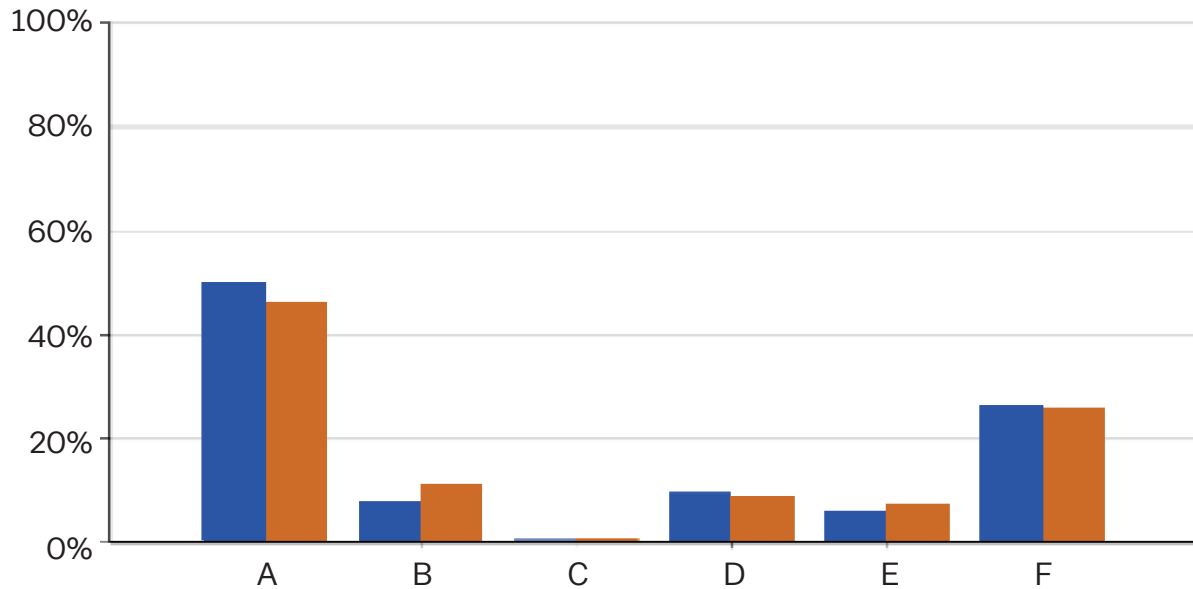
## Reason for Unemployment

1/1/2021 - 12/31/2023

RN respondents = 8,766 [Represents 6% of the total MISSOURI RN workforce for the given date range]

PN respondents = 2,111 [Represents 9% of the total MISSOURI PN workforce for the given date range]

The data sample suggests that the top reason for unemployment for the MISSOURI RN workforce is Taking care of home and family. This status represents 52% of the overall RN sample. The data sample suggests that the top reason for unemployment for the MISSOURI PN workforce is Taking care of home and family. This status represents 47% of the overall PN sample.



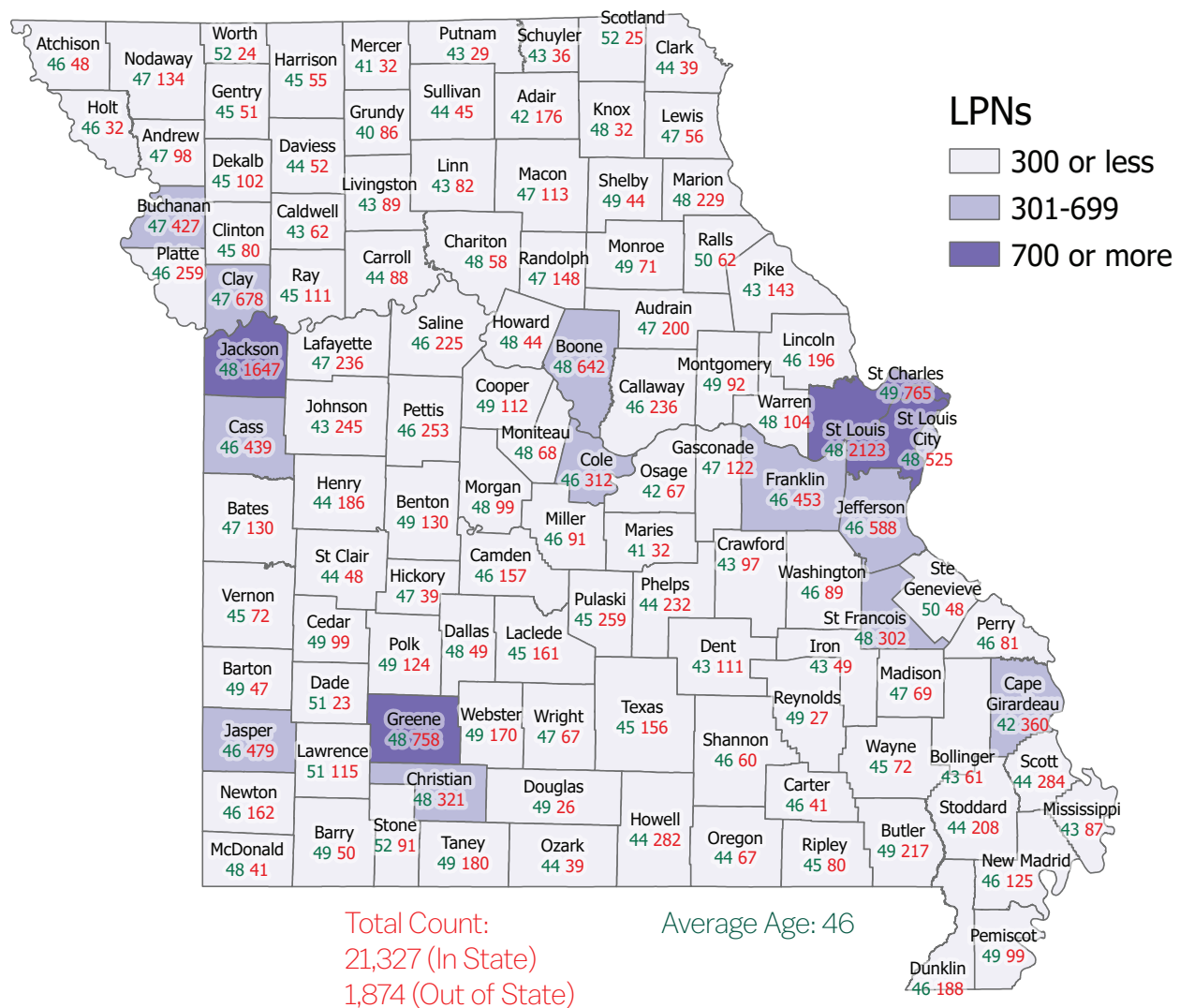
1/1/2021 - 7/31/2023

Legend	Reason for Employment	RN	PN
A	Taking care of home and family	4,531 (52%)	993 (47%)
B	Disabled	695 (8%)	226 (11%)
C	Inadequate salary	63 (1%)	20 (1%)
D	School	820 (9%)	170 (8%)
E	Difficulty in finding a nursing position	447 (5%)	132 (6%)
F	Other	2,210 (25%)	570 (27%)

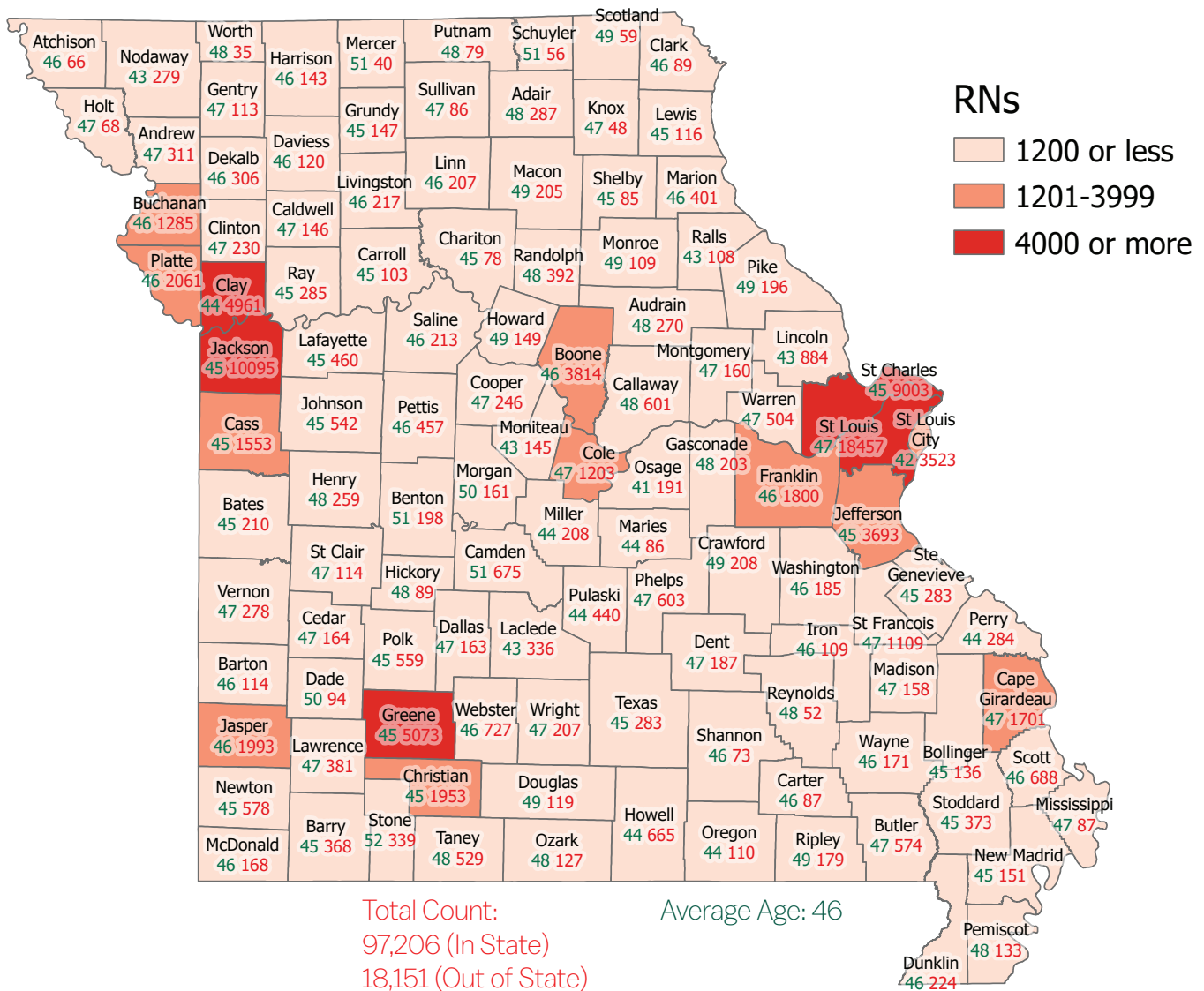
The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside.

The following three maps depict the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address and the average age by county as of July 1, 2023.

## MISSOURI LICENSED PRACTICAL NURSES



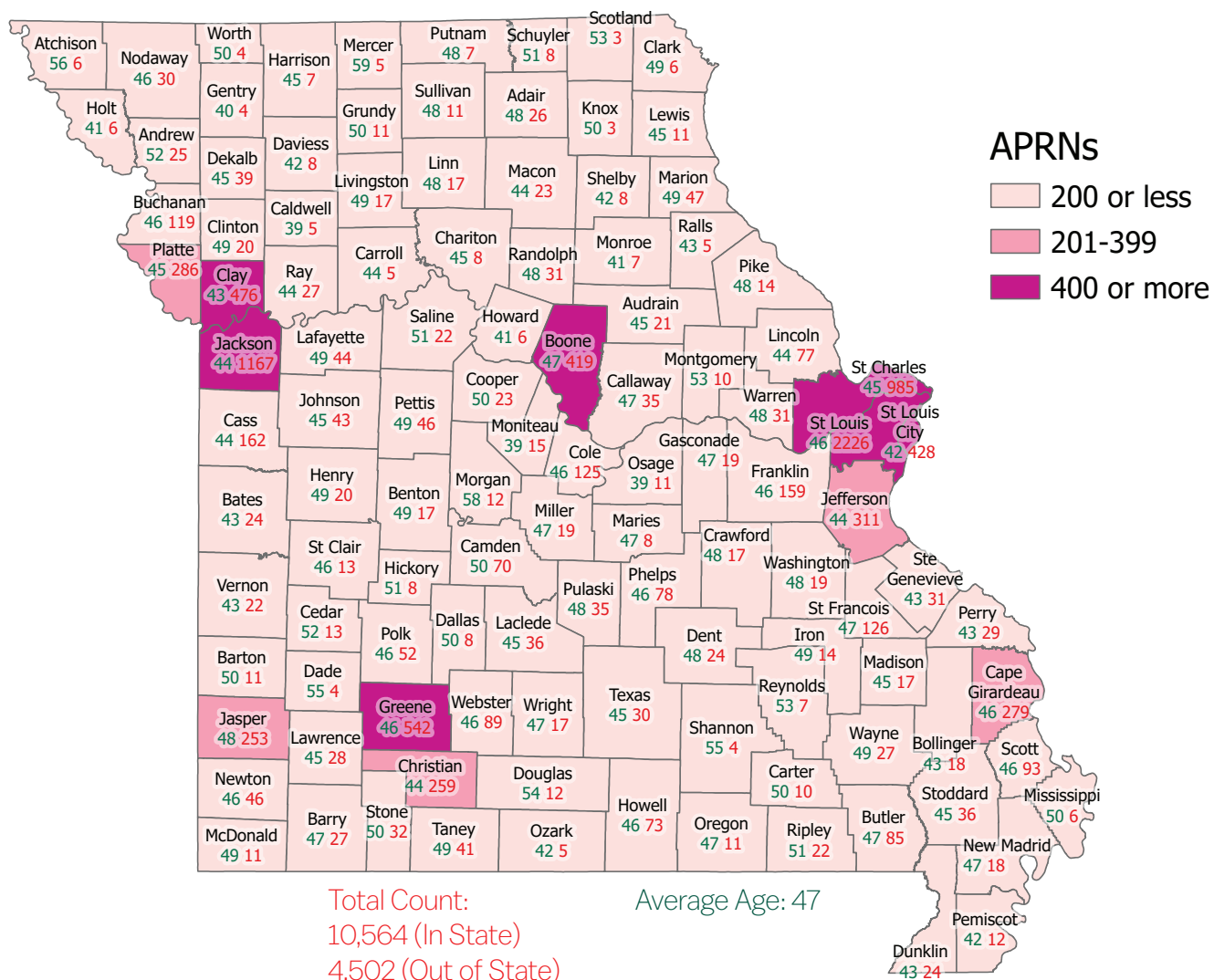
## MISSOURI REGISTERED NURSES



Source: Missouri State Board of Nursing - July 1, 2023  
 Based on primary residence address

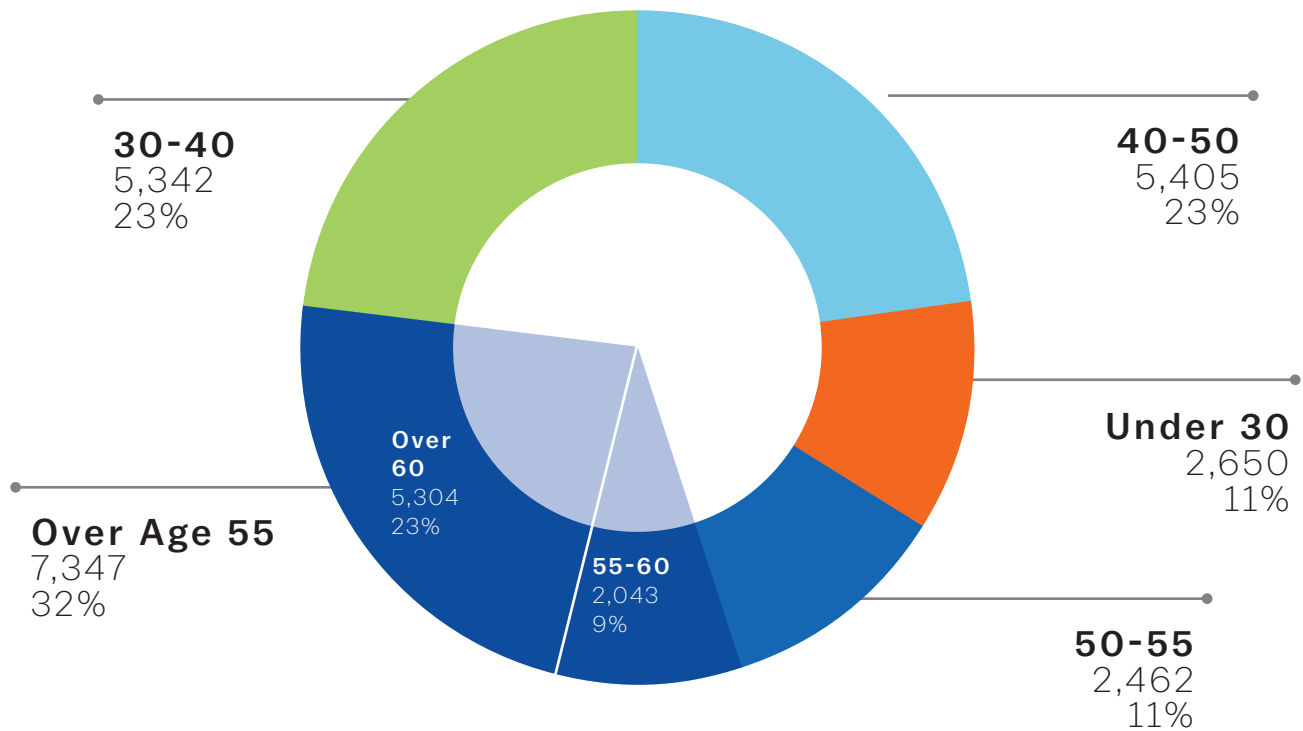


## MISSOURI ADVANCED PRACTICE REGISTERED NURSES

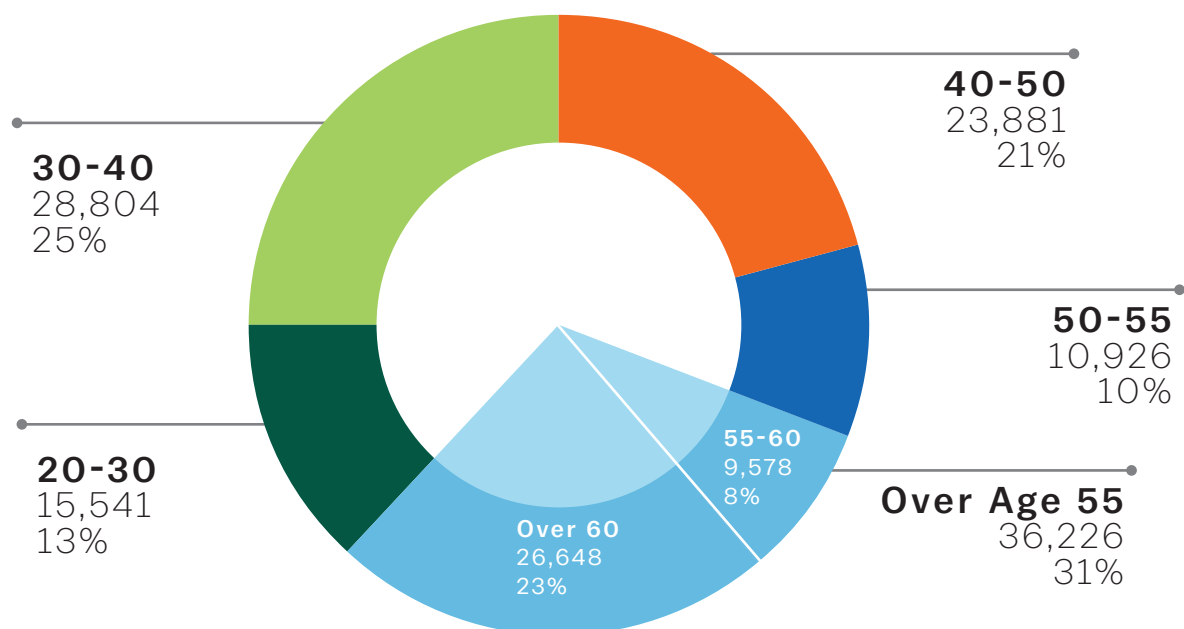


Source: Missouri State Board of Nursing - July 1, 2023  
Based on primary residence address

## LICENSED PRACTICAL NURSES AGE DISTRIBUTION

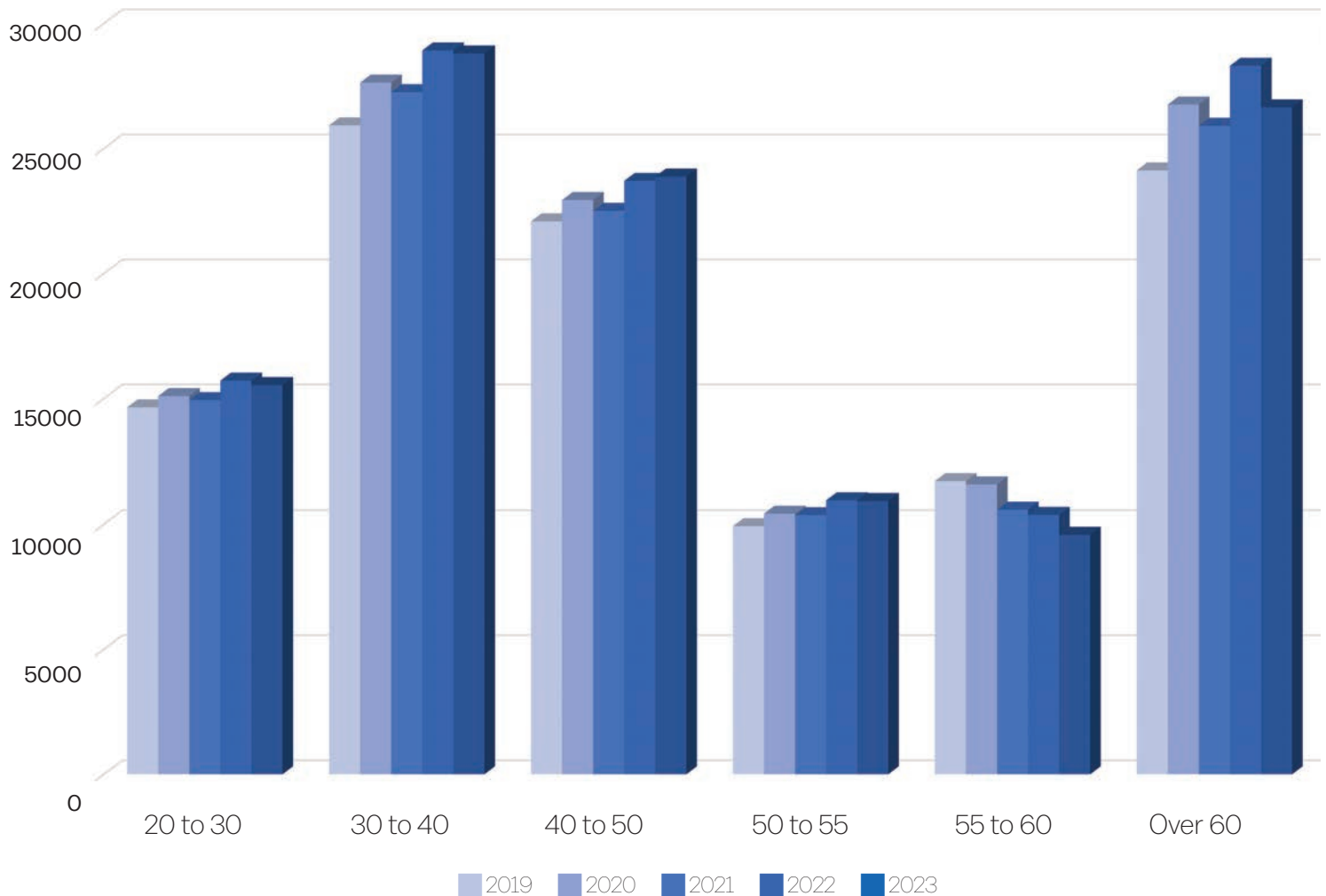


## REGISTERED NURSE AGE DISTRIBUTION



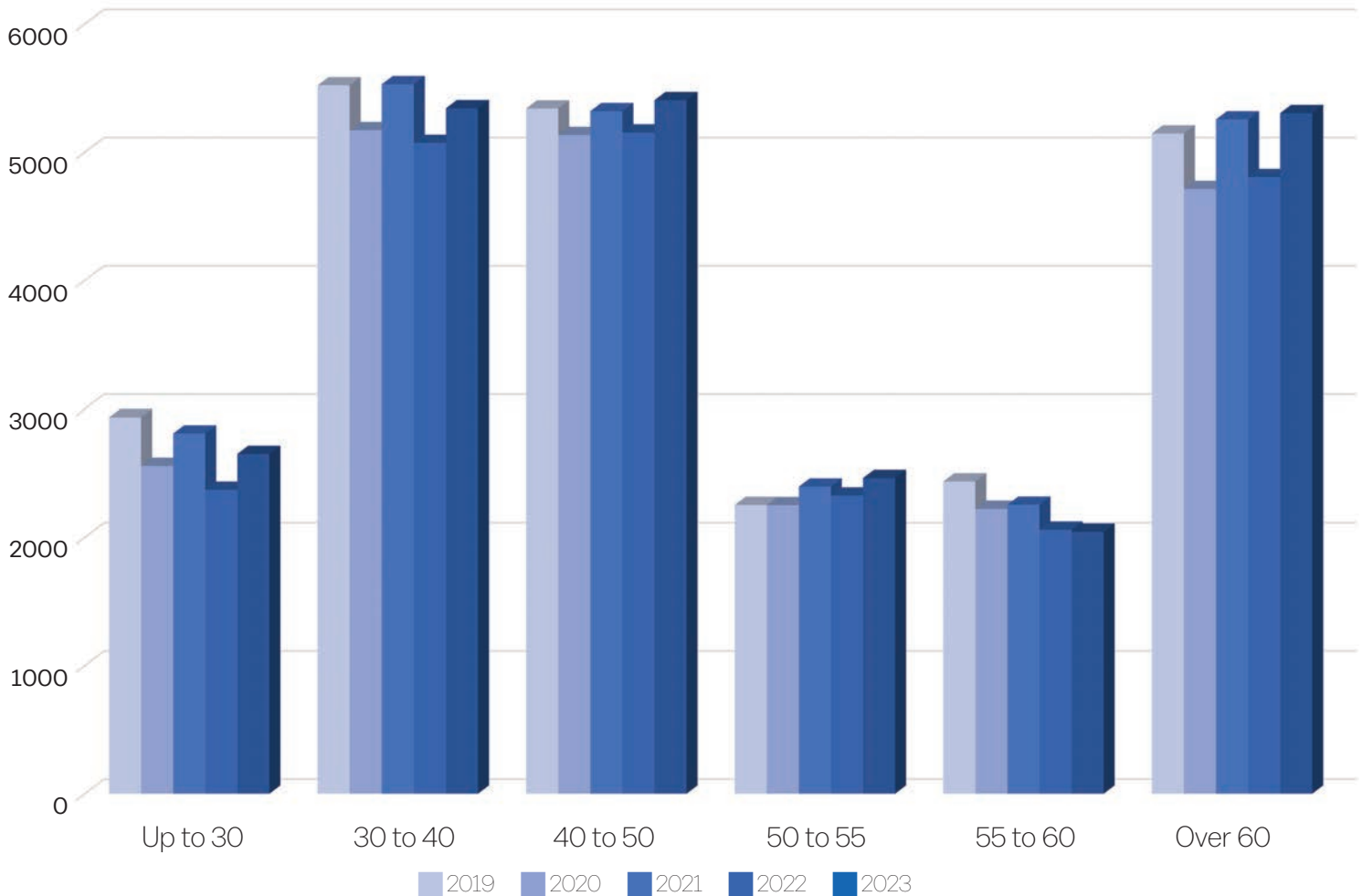
## AGE HISTORY OVER TIME

RNs by age group in Missouri



## AGE HISTORY OVER TIME

LPNs by age group in Missouri



# DISCIPLINARY ACTIONS

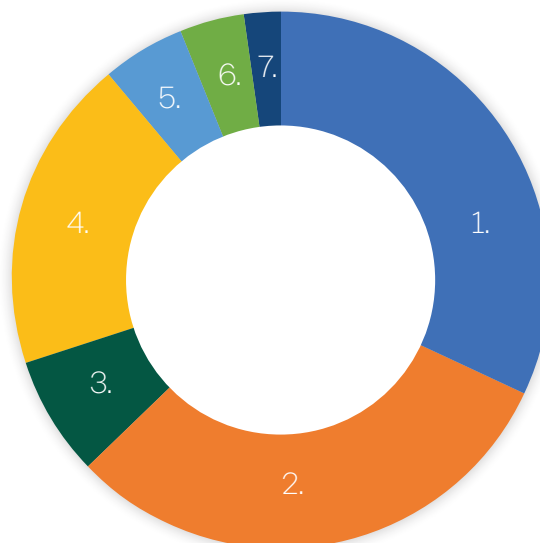
Complaints are received from many sources, including mandatory reporters (hospitals, ambulatory surgical centers, temporary nursing staffing agencies, nursing homes, nursing facilities as defined in Chapter 198, or any entity that employs or contracts with licensed health-care professionals to provide health care services to individuals) and others (employers, members of the public, etc.). All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action, issuing a letter of concern for the conduct, or allowing eligible licensees to participate in one of the two non-disciplinary programs the board offers – the Alternative Program or the Intervention Program. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation. The Board may also accept a voluntary surrender of a license, which may or may not be deemed disciplinary action.

## HEARINGS

The Board has the authority to conduct four types of hearings: after the Administrative Hearing Commission (AHC) has determined there is cause for discipline; when the Board receives a certified copy of a judgment in a criminal proceeding, receives discipline from another state or other state agency, or receives certified records finding that the licensee has been judged incapacitated or disabled; probation violation; and Intervention or Alternative program violation. When the Board determines to pursue disciplinary action, a settlement agreement is generally offered. If the licensee does not agree with the settlement agreement and the licensee and Board cannot agree on settlement, the matter is filed with the AHC to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause for discipline, a disciplinary hearing before the Board is conducted to determine what, if any, disciplinary action should be taken. If the Board receives certified court records of a criminal finding of guilt or incapacitation or disability or evidence of discipline from another state or state agency, a disciplinary hearing is held by the Board to determine whether cause exists to discipline the license and if so, what, if any, discipline is appropriate. In this fiscal year, 86 disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, the Board conducts a violation hearing to determine what, if any, additional disciplinary action should be taken. In this fiscal year, the Board conducted 48 violation hearings. If a licensee signs a consent agreement to enter into the Alternative program or Intervention program offered by the Board, they are required to abide by the terms set forth in the consent agreement. If they violate those terms and they deny any violations, the Board conducts a confidential hearing to determine if they have violated the agreement. In this fiscal year, the Board conducted one Alternative Program violation hearing and one Intervention Program violation hearing.

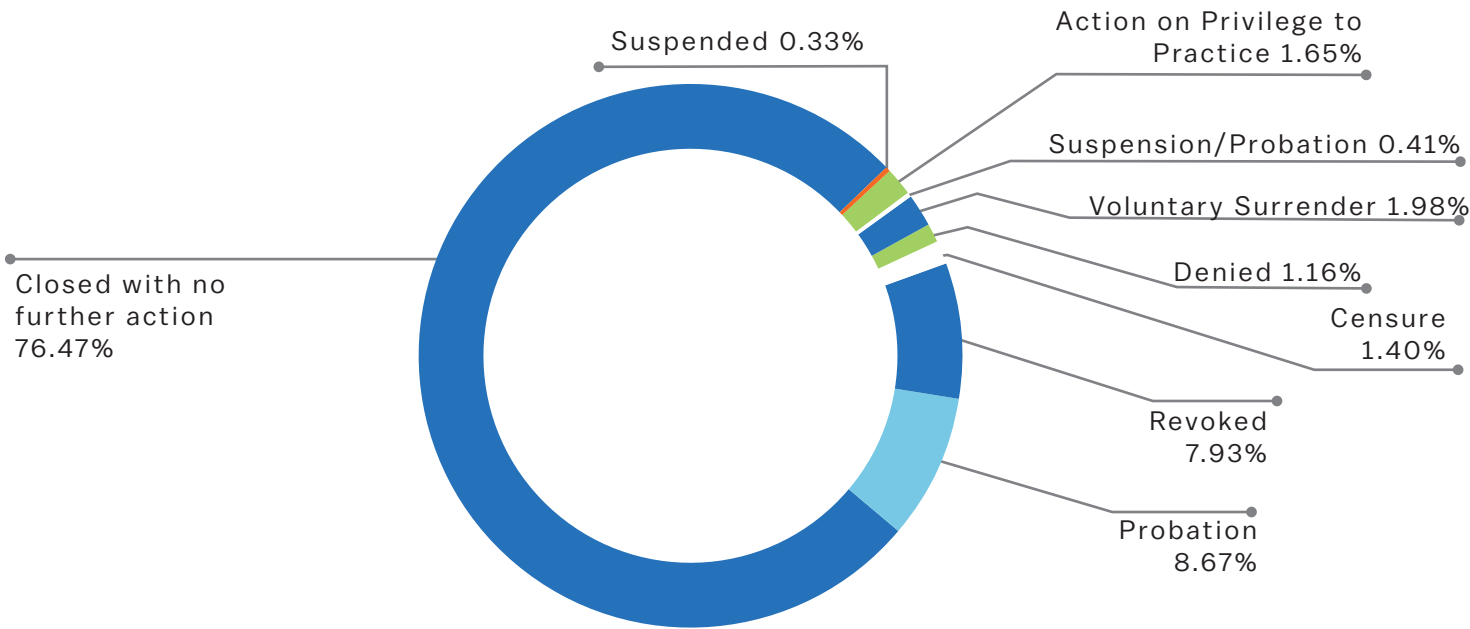
## COMPLAINT CATEGORIES

1. Criminal 32%
2. Alcohol/Drugs 31%
3. Discipline or EDL 7%
4. Practice 19%
5. Unlicensed Practice 5%
6. Fraud 4%
7. Tax non-compliance 2%

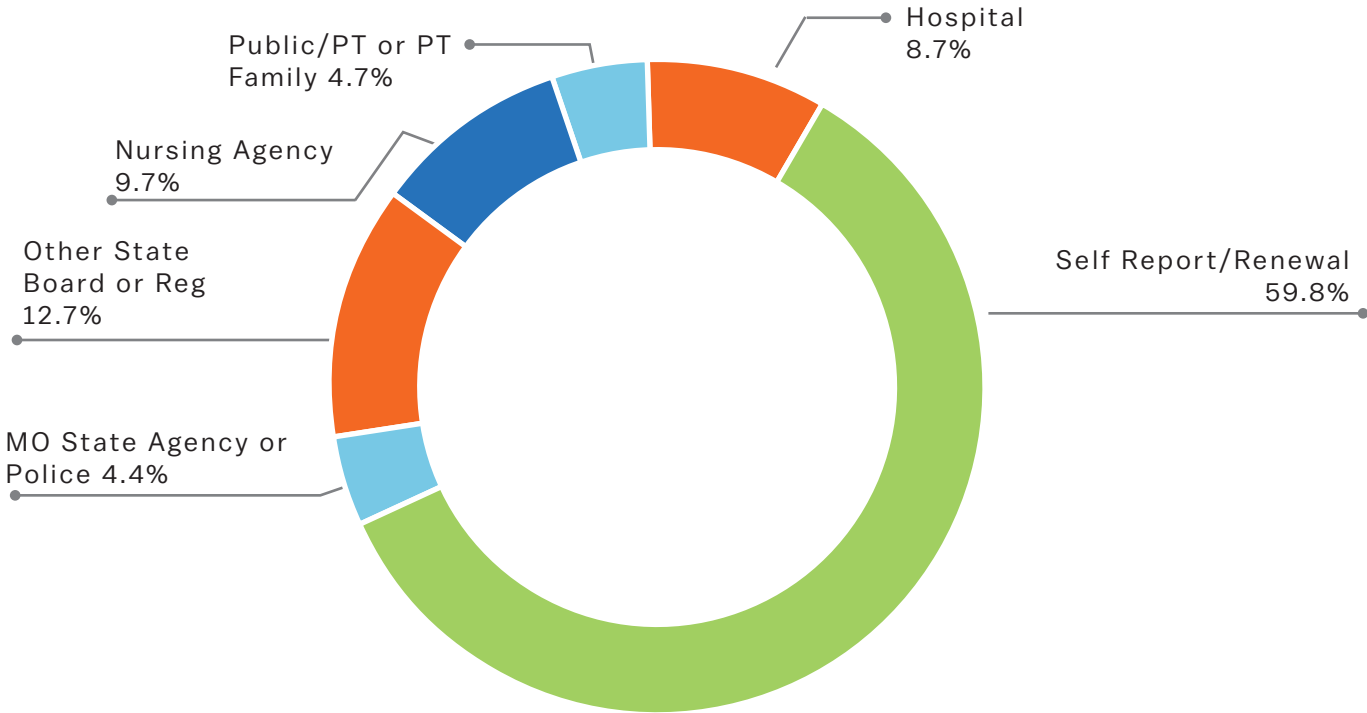




# FINAL ACTIONS



# CLOSED COMPLAINTS BY SOURCE



# FINANCIAL INFORMATION

The Board of Nursing operates solely on fees that are received from the licensees the Board regulates. The Board deposits all fees received in the state treasury and credits them to the State Board of Nursing. The Legislature then appropriates money from the fund to the Board of Nursing each year to pay all administrative costs and expenses of the Board.

Revenue & Expenses	
Beginning Fund Balance	\$7,772,992.22
Total Revenue Received	\$9,058,151.49
<b>Total</b>	<b>\$16,831,143.71</b>

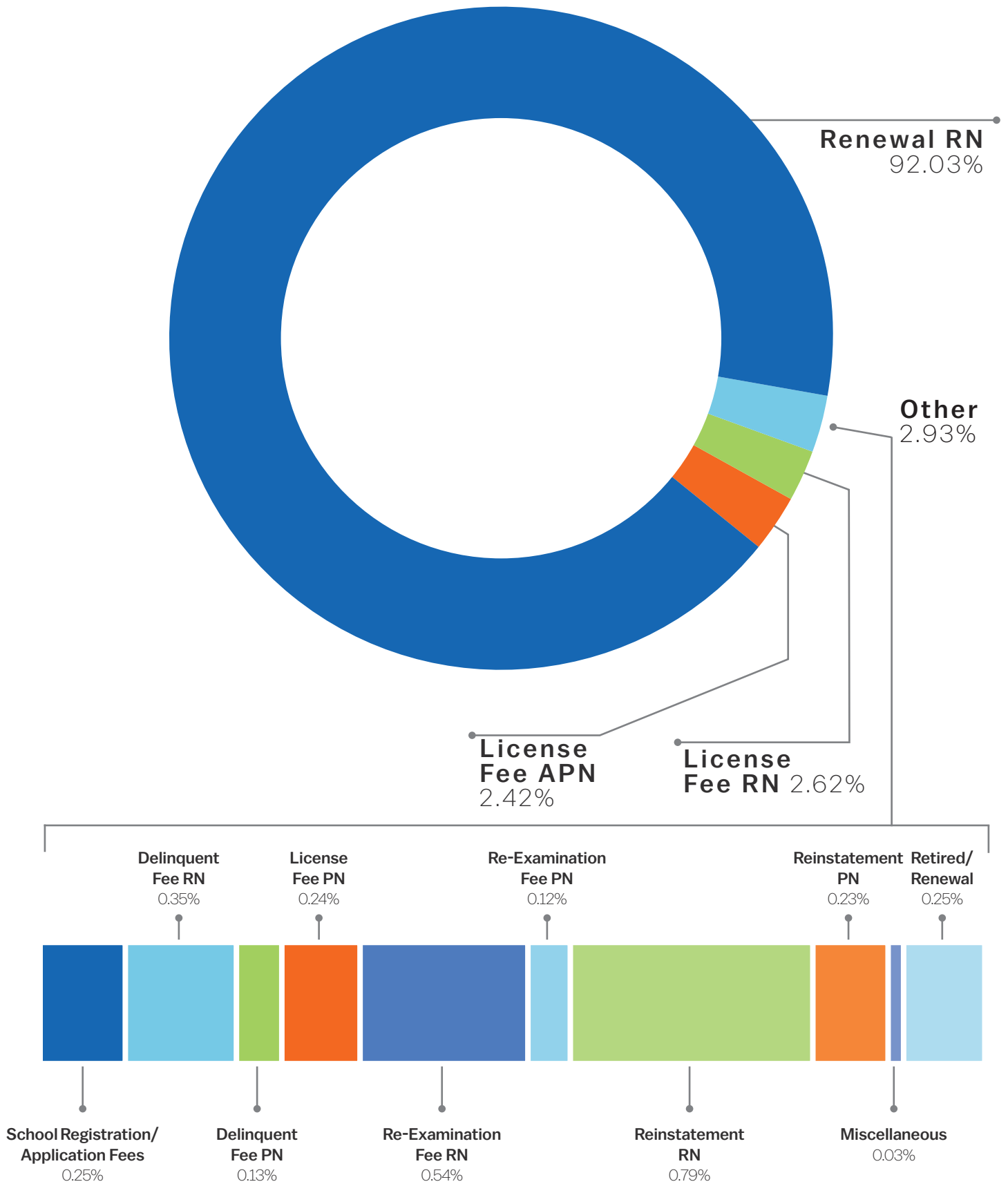
Actual Operating Expenses	
Amounts below represent actual amounts utilized including transfers	
Expenses & Equipment/Grants	\$525,904.31
Personal Services/Per Diem	\$1,358,093.16
Transfers (see below)	\$1,941,683.12
Nurse Education Incentive Grant	\$1,979,605.36
<b>Total Operating Expenses</b>	<b>\$5,805,285.95</b>
<b>Ending Fund Balance</b>	<b>\$11,025,857.76</b>

## NURSING FUND TRANSFERS

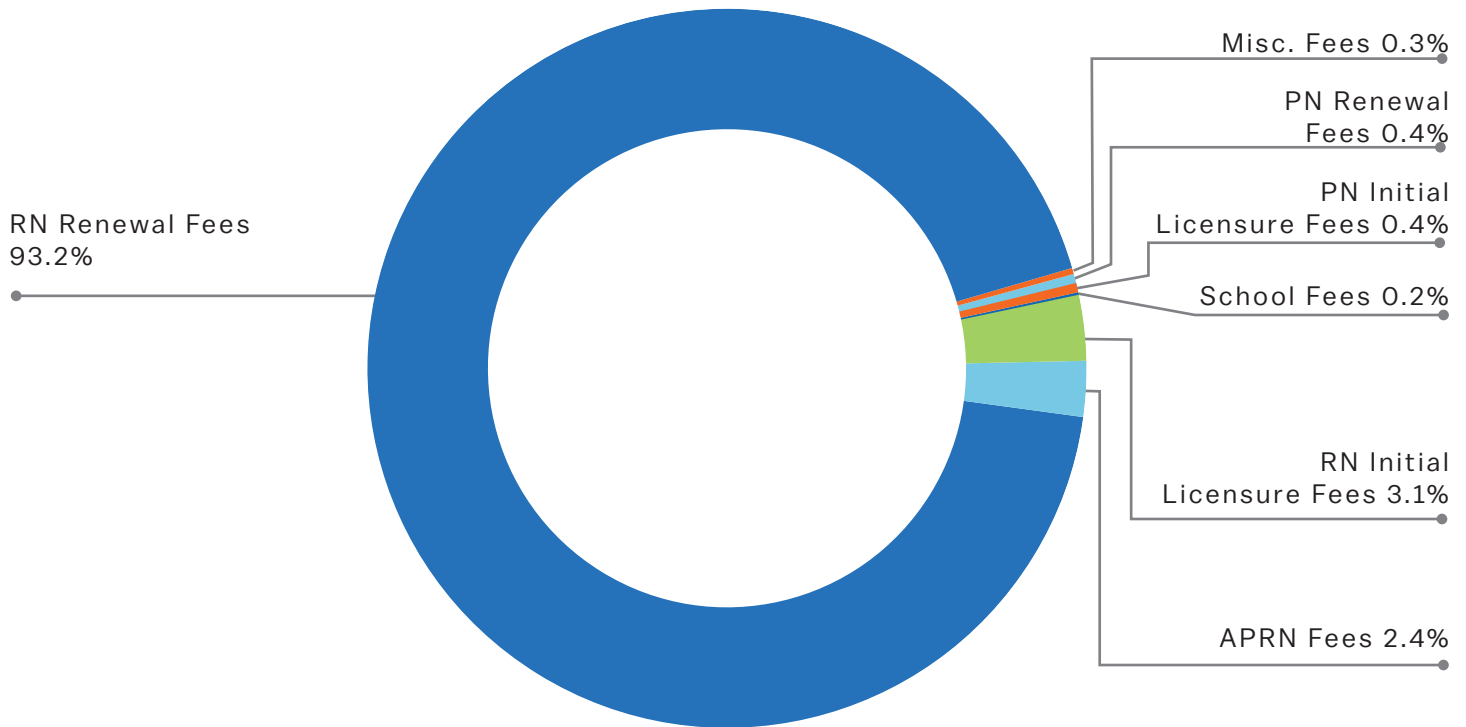
Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board for board specific expenses and equipment and personal services/per diem. These transfers occur each fiscal year but the amounts vary.

Nursing Fund Transfers	
Rent	\$57,099.71
Fringe Benefits	\$824,679.61
DCI	\$41,206.67
Professional Registration	\$942,639.88
OA Cost Allocation	\$65,972.00
AG & AHC Transfers	\$10,085.25
<b>Total Transfers</b>	<b>\$1,941,683.12</b>

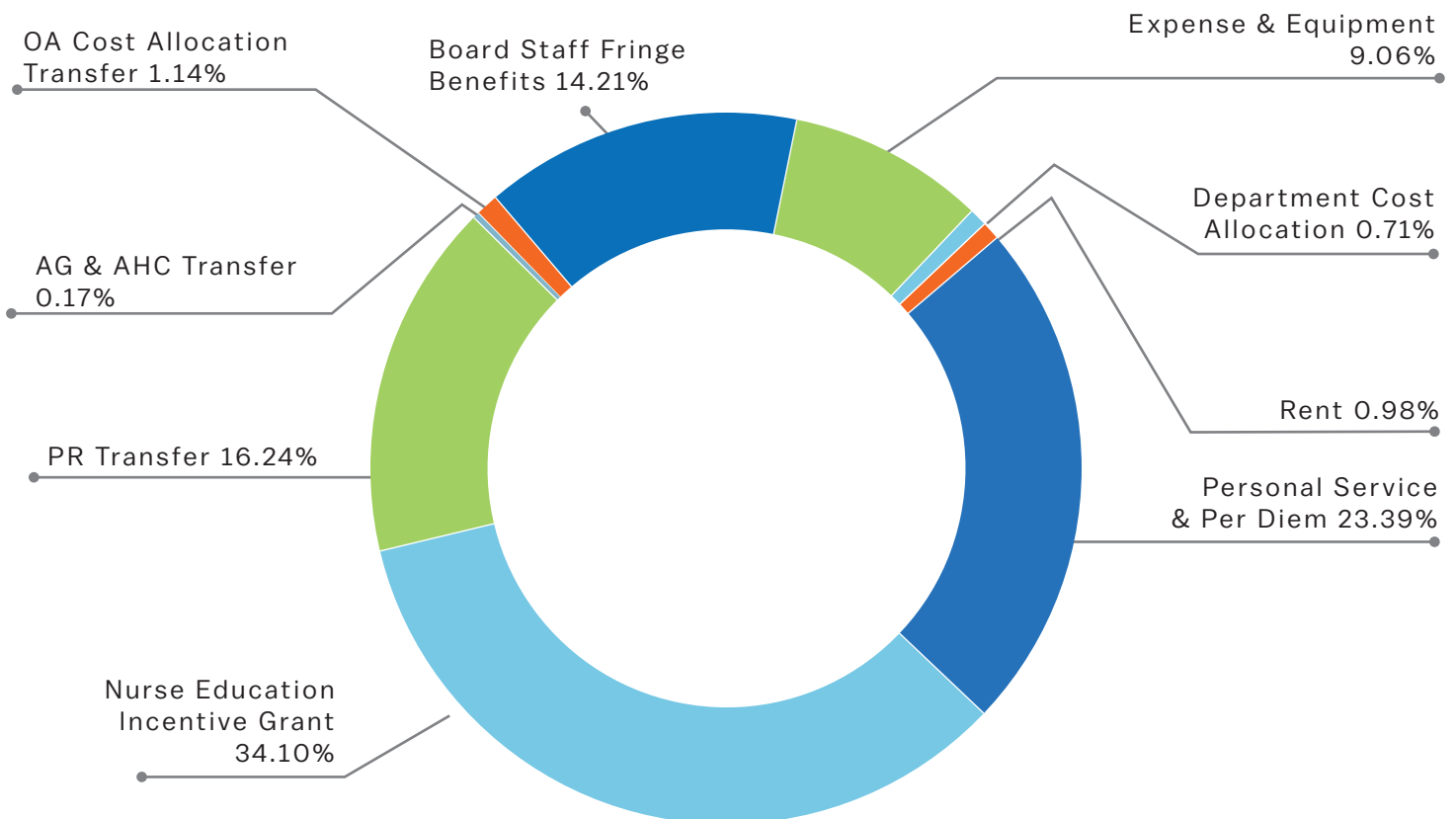
# ACTUAL REVENUE



## SOURCE OF FUNDS



## USE OF FUNDS



## BOARD OF NURSING



3605 Missouri Boulevard  
P.O. Box 656  
Jefferson City, MO 65102



573.751.0681 Telephone  
573.751.0075 Fax  
800.735.2966 TTY  
800.735.2466 Voice Relay



[nursing@pr.mo.gov](mailto:nursing@pr.mo.gov)  
[pr.mo.gov/nursing](http://pr.mo.gov/nursing)



# DCI

Missouri Department of Commerce & Insurance

CONNECT WITH DCI

